



BOARD MEETING DATE
September 26, 2011

SCHOOL BOARD GOALS

POLICY ISSUE / SITUATION:

The School Board suggested goals and sub committees for 2011 – 2012 are being presented for discussion as well as a draft of the Superintendent evaluation process for this year.

RECOMMENDATION:

It is recommended that the School Board engage in a discussion and make recommendations for changes.

The Beaverton School District recognizes the diversity and worth of all individuals and groups. It is the policy of the Beaverton School District that there will be no discrimination or harassment of individuals or groups based on race, color, religion, gender, sexual orientation, gender identity, gender expression, national origin, marital status, age, veterans' status, genetic information or disability in any educational programs, activities or employment.

School Board: Karen Cunningham Jeff Hicks LeeAnn Larsen Tom Quillin Lisa Shultz Sarah Smith Mary VanderWeele



SUGGESTED GOALS FOR THE SCHOOL BOARD FOR 2011 – 2012

1. Provide leadership for the Local Option Levy.
2. Work with the Superintendent to redesign the budget process and provide leadership in implementation.
3. Redesign/reassign sub-committees for optimal effectiveness and focus for our work this school year.
4. Develop an evaluation system for the Superintendent.

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SCHOOL BOARD SUB COMMITTEES 2011 - 2012

Past Sub Committees:

- Board Development – Jeff and Lisa
- Community Engagement – Sarah and Mary
- Audit – Tom and LeeAnn
- Negotiations – Mary and Karen

Suggested Sub Committees for 2011 – 2012:

Please be prepared to discuss, make suggestions and changes for new sub committees and assignments.

1. Board Development (mostly to develop a self-assessment and accomplish at least one board development area for the year)
2. Community Engagement
3. Audit
4. Negotiations
5. Policy
6. Communication

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NOVEMBER EVALUATION

- Focused on student achievement data

- Would like to eventually get individual student growth data as well state standards data

- Would have overall District data - not necessarily by individual school

- This first year would be more reporting than a true evaluation. The second year might include setting some sort of goals to evaluate the Superintendent on

FEBRUARY EVALUATION

- Individual Board Members: Please fill out this evaluation and submit to the Board Chair for compilation. The evaluation will be discussed in Executive Session with the Superintendent.

Please answer in your own words:

1. How do you think the Superintendent is doing in moving the Strategic Plan forward?
2. How do you think the Superintendent is doing overall in making decisions about the budget for the 2011-2012 school year?
3. How do you think the Superintendent is doing in monitoring, reporting and taking care of the deficit that was left in the approved budget for the 2011-2012 school year?
4. How do you think the Superintendent is doing in working with the Board and Budget Committee in developing a new budget process and the budget for the 2012-2013 school year?

Please answer the following questions with:

- 1 = Outstanding
- 2 = Good
- 3 = Needs Improvement
- 4 = Ineffective
- DK = Don't Know

1. How well does the Superintendent exhibit integrity, honesty and fairness?

2. How well does the Superintendent foster a positive, professional climate of mutual respect among faculty, staff and administration?

3. How well does the Superintendent promote high expectations for all students and staff in the District?

4. How well does the Superintendent listen to and effectively represent the interests and concerns of students, staff and community members?

5. How well does the Superintendent lead in an encouraging, participatory and team-focused manner?

JUNE EVALUATION

This evaluation will focus on the Superintendent goals as well as a 360 degree appraisal. The 360 degree questions will be sent out electronically to key individuals identified by the Superintendent, and then the Board will follow up with a phone call to these individuals. The 360 degree appraisal will include community members, students, staff, administrators, employee unions and other professionals that the Superintendent works with but the Board will have two separate questionnaires based on the recipient's knowledge and expertise of the Superintendent's leadership.

For community members, students, and other professionals: Please rate the questions using the following scale:

- 1 = Outstanding
- 2 = Good
- 3 = Needs Improvement
- 4 = Ineffective
- DK = Don't Know

1. Are the Superintendent and his team effectively moving the District forward?
2. Does the Superintendent exhibit integrity and does he stand by what he says?
3. Has the Superintendent established a clear vision for the Beaverton School District?
4. Is the Superintendent visible throughout the District and the community?
5. How is the Superintendent doing in leading the District through the financial challenges that our District is facing?
6. (Open ended question) What are the Superintendent's strengths?
7. (Open ended question) What areas does the Superintendent need to improve on?

For staff, administrators, and employee unions: Please rate the questions using the following scale: **We may need to add a few questions once the Superintendent Goals are approved for this year.*

- 1 = Outstanding
- 2 = Good
- 3 = Needs Improvement
- 4 = Ineffective
- DK = Don't Know

1. Does the Superintendent exhibit integrity and does he stand by what he says?
2. Has the Superintendent established a clear vision for the Beaverton School District?
3. Has the Superintendent advanced focused efforts specific to student academic achievement?
4. Has the Superintendent and his team made progress on the implementation of the Strategic Plan and has the Superintendent used the Plan to drive decisions?
5. Has the Superintendent been an effective leader in developing and implementing a more effective budget process and resulting budget?
6. (Open ended question) What are the Superintendent's major strengths?
7. (Open ended question) What areas does the Superintendent need to improve on?